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Lifespring's Basic Seminar: An Evaluation Study

Patricia A. Percival
Portland State University

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AN ABSTRACT OF THE THESIS OF Patricia A. Percival for the Master of Social Work presented May 14, 1976.

Title: Lifespring's Basic Seminar: An Evaluation Study.

APPROVED BY MEMBERS OF THE THESIS COMMITTEE:


B. John Hale, M.S.W., M.P.H., Chairperson


Nancy Kofoloff, M.S.W. 00


Charles Dennis Becker, M.S.T.

This was a three part study designed to evaluate the effectiveness of the Basic Seminar, a five-day personal growth training designed and presented by Lifespring, Inc. The instrument used in this study was the Personal Orientation Inventory (POI) published in 1963 by Everett L. Shostrom and copyrighted by Edits Publishing Co., San Diego, CA. This inventory consists of 150 two-choice comparative value and behavior judgments. Two basic scales measure personal orientation, inner directed support and time competence. Ten subscales measure different conceptually important elements of self-actualizing. The items are scored twice, once for the two basic scales and second for the ten subscales.

The human potential movement is a relatively recent phenomenon in contemporary society and Lifespring's Basic Seminar is one of the many personal growth trainings which has developed within this context and is based upon the principles of humanistic psychology. The purpose of the training is to facilitate within the individual self-actualizing processes leading to greater personal fulfillment. The scales in the POI measure those facets of self-actualizing which the Lifespring training is designed to develop and was chosen as the instrument for this study primarily for that reason.

The sample studied consisted of those seminar participants who underwent the training in Portland, Oregon in the month of June 1975. The pre test was administered to the group just prior to the beginning of the seminar. The immediate post-test was given within the period of 5 to 10 days after the end of the seminar. For these two tests the $N = 37$. The long range test was administered 6 to 7 months after the end of the seminar. For the long range test the $N = 24$. The variation in time span for administering the test was due to the inability of all test participants to be available for post testing at the same time. At the time of the long range test a supplementary data sheet was also completed giving additional information regarding any personal growth trainings experienced by the participants in the intervening period as well as information regarding significant changes in family life situations and/or career.

The data was analyzed by measuring the difference between the means for correlated groups and utilizing t-tests to test for significance. Three tests were run. The first test measured the difference

between means on the POI scales for the pre-test scores and the immediate post test scores. The second test measured the difference between means on the POI scales for pre-test scores and long range scores. The third test measured the difference between means on the POI scales for immediate post-test scores and long range scores. In the first test there was a significant difference at the .01 level between the means on all ten of the subscales and on the basic scale of inner-directed support. On the basic scale of time competence there was significance at the .05 level. In the second test all scales were significant at the .01 level. In the third test only one subscale reached significance, Self-Regard, and it was significant at the .05 level. All other sub scales were higher on the long range test but not at a significant level.

This was a relatively small sample but the initial findings indicate that the Basic Life Seminar significantly increases the level of self-actualizing of the training participants. It also indicates that the increase holds over time as shown by the results of the long range test.

Lifespring offers the Basic Life Seminar monthly in each of three cities and it is recommended that testing of training participants be instituted on a regular basis using the POI as the research instrument. It is also recommended that future testing include the use of a control group.

LIFESPRING'S BASIC SEMINAR:

AN EVALUATION STUDY

by

PATRICIA A. PERCIVAL

A thesis submitted in partial fulfillment of the
requirements for the degree of

MASTER OF


SOCIAL WORK


Portland State University
1976

TO THE OFFICE OF GRADUATE STUDIES AND RESEARCH:


The members of the Committee approve the thesis of
Patricia A. Percival presented May 14, 1976.



B. John Hale, M.S.W., M.P.H., Chairperson


Nancy Kornloff, M.S.W. 00


Charles Dennis Becker, M.S.T.

APPROVED:


Gordon Hearn, Dean, School of Social Work


Richard B. Halley, Acting Dean, Graduate Studies and Research

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CHAPTER I

INTRODUCTION

LIFESPRING

History, Organization, and Philosophy

Lifespring, Inc., is an organization engaged in personal growth trainings and workshops. It was founded in San Francisco and incorporated in the state of California on January 26, 1974. In the 2½ years since its inception, Lifespring has conducted trainings for nearly 10,000 people and now operates three major centers in San Francisco, Orange County, California and Portland, Oregon. Lifespring also has a non-profit foundation which brings the trainings to such institutions as colleges, school districts, mental health facilities and prisons.

The Lifespring seminars bring together psychological approaches and centering techniques from Eastern philosophy and Western science. It is a psychosynthesis, a psychological and educational approach to recognizing and harmonizing the many and often conflicting elements of daily living. Based on a positive concept of the nature of man/woman it is a developmental process which begins with each person's existential situation as he or she perceives it and is organized into personal growth modules. This leads toward the integration of personality and the emergence of a more effective and unified being; the self. The purpose of the Lifespring seminars is to facilitate the development of a "more fulfilled individual in a more harmonious world." (Lifespring,

1975). Rooted in humanistic psychology Lifespring draws from Gestalt, bioenergetics, transpersonal psychology, meditation and from the teachings of such leaders in the field as Maslow, Rogers, Perls, Jung, Berne and Harris.

The Basic Seminar

Lifespring's Basic Seminar encompasses a five-day period, a total of 40 to 45 hours of training time. Led by two facilitators and a team of assistants, the seminar is limited to 110 participants. It is an action-oriented program and each participant works alone, with a partner and in small groups. Skilled trainers guide the participants through a structured and balanced series of experiential exercises accompanied by didactic presentations. This takes place in a safe and protected environment which facilitates the participants leaving the training with "a sharper focus on what lies before them in life and clearer on their abilities to deal with those life situations.....it unleashes dormant abilities and enhances one's ability to get the results wanted in life." (Lifespring, 1975). The training thus establishes the foundation for a continuing process of self-actualization.

The Inter-Personal Experience

Lifespring also offers a five-day advanced seminar called the Inter-Personal Experience (IPE). Led by four facilitators, enrollment is limited to 30 participants who have been screened prior to acceptance for the training through an in-depth personal interview designed to assist the prospective participant and the trainer in determining

individual goals and the suitability of the training program to meet that person's needs. The IPE provides an intense, highly structured seminar focused on self-image, personal power and potential, and life-management skills. Internalization of skills for using untapped potential is the main target of this workshop. Primarily experiential in nature, intellectual understanding is encouraged as a secondary goal assuring the integration of intellect and emotion. The participant typically emerges from this advanced training with intentions and goals clarified and with a calm understanding and acceptance of her/his capabilities in terms of taking all of the next steps of their lives in a positive successful way.

Approximately 40% of the graduates of the Basic Seminar go on, at some time, to IPE.

Graduate Programs

For all graduates of the Basic Seminar, Lifespring offers an ongoing program of workshops and trainings which provide a supportive environment for the continued growth and enhancement of the lives of those persons who participate in the trainings. Graduates may also repeat the Basic Seminar at any time without additional fee. For graduates interested in more in-depth involvement with the Lifespring programs, there is a Seminar Coordinator Training Program. This program is a 90-day growth module leading toward increased self-awareness and the development of seminar training skills. Seminar Coordinators provide a vast number of volunteer services including assisting at trainings and guest events and developing graduate programming.

THE PROBLEM

This study is in the nature of a pilot project since it is the first research that has been done to determine the effectiveness of the Lifespring training. Therefore, this research seeks to answer several questions. First, is the Basic Seminar effective in raising the level of self-actualization of the participants? Second, do the effects hold over time? Third, do the effects not only hold over time but continue to increase?

NULL HYPOTHESES

This study is concerned with three null hypotheses. The first null hypothesis states: There will be no significant difference in the level of self-actualization, as measured by the POI, between the mean pre-test scores of the Basic Group and the immediate post-test scores. The second null hypothesis states: There will be no significant difference in the level of self-actualization, as measured by the POI between the mean pre-test scores of the Basic Group and the long-range test scores. The third null hypothesis states: There will be no significant difference in the level of self-actualization, as measured by the POI, between the mean immediate post-test scores of the Basic Group and the long-range test scores.

CHAPTER II

REVIEW OF THE LITERATURE

THE HUMAN POTENTIAL MOVEMENT

The human potential movement, of which Lifespring is a part, has its origins in humanistic psychology. It is a relatively recent phenomenon reflecting both man's inherent need to search for more meaningful ways of defining his existence and his/her response to the rapid changes (scientific, technological, and environmental) which are an integral part of contemporary society. We live in an age of radical transition in which people often experience themselves as increasingly depersonalized, alienated, and detached. This leads to what Rollo May (1969) has called our schizoid world, a world in which the inability to feel and the avoidance of relationships are general cultural characteristics. It is a world which breeds apathy that, in turn, is the precursor of violence as man seeks to make a statement, any kind of a statement, of beingness. The human potential movement can be seen as a strong, healthy and positive alternative, stressing the essential goodness of man and his unique potentialities for growth, change and creativity. Within this framework, it becomes possible to envision a new and different and infinitely more exciting world in which men/women will live cooperatively and lovingly with one another and in peaceful harmony with the environment.

SELF-ACTUALIZATION THEORY AND CONCEPTS

One of the basic concepts of the human potential movement has to do with personal growth, specifically, with the idea of self-actualization. All of the multitudes of personal growth trainings, seminars, workshops, etc. have as one of their goals to facilitate within each participant the beginnings of self-actualizing processes.

Although he did not originate the term, Abraham Maslow was one of the pioneers in developing the concept of self-actualization. In his discussion of the hierarchy of human needs he places self-actualization at the top stating that man has no energy for this level of development until lower-level physical, safety, and security needs are adequately met (Maslow 1968).

Another discipline which contributes heavily to self-actualization theory is Gestalt psychology with its strong emphasis on living in the here-and-now and its basic premise that "human nature is organized into patterns or wholes, that it is experienced by the individual in these terms, and that it can only be understood as a function of the patterns or wholes of which it is made." (Perls 1973). The importance of awareness, spontaneity, and personal responsibility in the self-actualizing process are primarily Gestalt constructs.

From Eastern thought and philosophy has come meditation, yoga, the martial arts including tai chi, karate, aikido and the concept of bodymind. Bioenergetics, rolfing and relaxation therapy are other manifestations of that part of the human potential movement concerned with the holistic approach to actualization which emphasizes the impor-

tance of viewing man/woman's body, mind, and spirit as parts of one integrated whole. Viewed in this manner actualization and growth become parts of a continuing homeostatic process; a continuing play of balance and imbalance. (Perls 1973).

Acceptance of the polarities or opposites of life as meaningful is another humanistic theme. The ability to acknowledge both strength and weakness, love and anger, and to move freely and appropriately along the continuum from one polarity to the other is seen as characteristic of actualizing people. (Shostrom 1976).

Another theoretical framework which has made major contributions to the philosophy of personal growth is Transactional Analysis. Some knowledge about the concept of ego states (Parent, Child, and Adult), life scripts, "games" people play is necessary to develop an informed understanding of self-actualizing principles and the trainings which have developed out of them. The healthy person, in T.A. terms, is one who has chosen a life stance reflected in the title of Harris' book "I'm O.K.-You're O.K.". Many terms have been used to denote the actualizing person such as fully-developed, integrated, or autonomous. In the epilogue to their book "Born to Win," the authors have this to say about the self-actualizing person:

It takes courage to experience the freedom that comes with autonomy, courage to accept intimacy and directly encounter other persons, courage to take a stand in an unpopular cause, courage to accept the responsibility for your own choices, and, indeed courage to be the very unique person you really are. (James and Jongeward 1973).

This is a clear, concise and accurate statement of the goals and implications of self-actualizing theory when applied to the personal growth

trainings within the human potential movement.

CHAPTER III

METHODOLOGY

RESEARCH DESIGN

This is a three-part study designed to measure the effectiveness of Lifespring's Basic Seminar. No control group was used in this study. The research design employed a model which tested the same group of training participants three different times: Pre-test administered just prior to the beginning of the seminar; Immediate post-test administered 5-10 days after completion of the seminar; Long range test administered 6-7 months after completion of the seminar.

THE SAMPLE

The sample group studied (hereafter called Basic Group) consisted of those participants who underwent the Basic Seminar training in Portland, Oregon in June 1975 and were available for both pre-test and post-test measures. Thus some training participants who lived out of town or who were unavailable for post-testing because of schedule conflicts were eliminated from the sample. For the pre-test and the immediate post-test the N = 37.

DEMOGRAPHIC DATA

Within this sample (N=37) the average of the participants was 32. The range in age was 14 to 55. Eighteen (49%) of the participants were

female; nineteen (51%) were male.

A look at the educational characteristics of the sample group shows that 27% have at least some college; 8% have completed college; and 38% have completed some post-baccalaureate work. Thus 73% of the Basic Group have more than a high school education. (Table I).

TABLE I
EDUCATIONAL LEVEL ACHIEVED
BY PARTICIPANTS
IN BASIC GROUP

	F	%
Less than High School	3	8%
High School graduate	6	16%
Some college	10	27%
College graduate	3	8%
Post-baccalaureate	14	38%
Not shown	<u>1</u>	<u>3%</u>
TOTAL	37	100%

In the long range test the number of participants dropped with 24 (65%) of the original group of 37 completing the third and final test. Of the Basic Group (N=24) completing the long range test, 13 (54%) were male; 11 (46%) were female. This group also filled out a Supplementary Data Sheet (See Appendix) at the time of the long-range test. Information supplied on those data sheets indicated that three of the participants had taken Lifespring's advanced seminar, IPE, during the interim period; 5 had been involved with the Seminar Coordinator program; 5 had attended other personal growth trainings; 12 had re-audited the Basic Seminar during that period. Career changes had taken place for eleven

of the participants while family life changes had occurred for 14.

THE PERSONAL ORIENTATION INVENTORY

History and Use

The instrument chosen for use in this study was the Personal Orientation Inventory developed by Everett L. Shostrom in 1963 and copyrighted by Edits Publishing Co., San Diego, California. The inventory consists of 150 two-choice comparative value and behavior judgments. There are two basic scales and ten subscales.

Items are scored twice, first for two basic scales of personal orientation, inner directed support (127 items) and time competence (23 items) and second for ten subscales each of which measures a conceptually important element of self-actualizing. (Shostrom 1964).

Much research has been stimulated by the POI since its publication and it has contributed to the shift from a phenomenological to an empirical approach to the study of self-actualization. Means have been established for various populations including both normal adult samples and groups labeled self-actualizing and non-self-actualizing.

The Basic Scales

The basic scales are presented as ratio scores and are concerned with the actualizing concepts of inner-directedness and time competency. The inner-directed person is characterized by individuality, autonomy and freedom; the other-directed person is oriented by social pressure and compulsive conformity. The self-actualizing range is expressed by a ratio of other-directedness to inner-directedness of approximately 1:3. Time competency has to do with living in the here-and-now.

Actualizing persons tend to be less burdened by either resentments or guilt from the past and there seems to be faith in the future with a flexible approach to goals. The ratio of time-incompetency to time-competency for actualizing individuals is expressed by a score of 1:8. (Shostrom 1964).

The Sub-scales

The ten sub-scales can be viewed separately or in complementary pairs. Brief descriptions of the sub-scales are as follows:

SAV-Self-Actualizing Value: Measures the degree to which the individual holds the values of self-actualizing people.

Ex-Existentiality: Measures flexibility in the application of values.

Fr-Feeling Reactivity: Measures sensitivity to one's own need and feelings.

S-Spontaneity: Measures ability to freely express feelings behaviorally.

Sr-Self-Regard: Measures individual's feelings of self-worth.

Sa-Self-Acceptance: Measures ability to accept self despite weaknesses.

Nc-Nature of Man, Constructive: Measures ability to see man as essentially good.

Sy-Synergy: Measures ability to see opposites of life as meaningfully related.

A-Acceptance of Aggression: Measures ability to accept anger or aggression within one's self as natural.

C-Capacity for Intimate Contact: Measures ability to develop warm, meaningful interpersonal relationships.

Reason for Selection

Since the POI measures those facets of self-actualization which

the Lifespring training is expressly designed to develop and enhance, it was selected as the most appropriate instrument for this research study.

Reliability

Two studies are cited in the Edits Manual for the POI to demonstrate test-retest reliability. One such test was based on a sample of 48 undergraduate college students who were given the test twice, a week apart. Coefficients for the subscales ranged from .52 to .82; for Time Competency .71 and for Inner-Direction .77. The other cited study was based on a sample of 46 student nurses and reports coefficients ranging from .32 to .72. These scores appear to be within the ranges of test-retest studies with other inventories such as the MMPI and EPPS. (Shostrom 1964).

AUTHORIZATION FOR RESEARCH

In March 1975 a conference was held with members of the Lifespring Board of Directors to discuss the possibility of a research project. As a result of that meeting, permission was given to me to conduct this study and to utilize the facilities and staff of the Lifespring Center in Portland for the purpose of administering the tests and collecting the data.

CHAPTER IV

FINDINGS

Data was analyzed by measuring the difference between the means for correlated groups and testing for significance using t-tests.

PRE-TEST AND IMMEDIATE POST TEST DIFFERENCES

The first test measured the difference between means on the POI scales for the pre-test scores and the immediate post-test scores. There was a significant difference on all ten of the subscales at the .01 confidence level (see Appendix). On the basic scale of inner-directed support there was also significance at the .01 confidence level. On the basic scale of time competence there was significance at the .05 level.

Looking again at the basic scales in terms of ratios, in the pre-test the ratio for time competence was 1:2.7 contrasted with an immediate post-test ratio of 1:3.9 a significant difference although still not approximating the self-actualizing ratio of 1:8. On the basic scale of inner-directed support the ratio in the pre-test is 1:1.9 and on the immediate post-test the ratio is 1:3.1, a significant change which nearly matches the self-actualizing ratio of 1:3.

On the basis of these test results the first null hypothesis is rejected.

PRE-TEST AND LONG RANGE TEST DIFFERENCES

The second test measured the differences between means on the POI scales for the pre-test and the long range test scores. There was a significant difference in all ten of the subscales at the .01 confidence level (see Appendix). On the basic scales of inner-directed support and time competence, there was also significance at the .01 confidence level.

In terms of ratios the long range test shows a ratio for time competence 1:6.3 a significant change in the direction of the self-actualizing ratio of 1:8. In the long range test the ratio on the scale for inner-directed support is 1:3.9 a significant increase which exceeds the self-actualizing ratio of 1:3. On the basis of these test results the second null hypothesis is rejected.

IMMEDIATE POST-TEST AND LONG RANGE TEST DIFFERENCES

The third test measured the differences between means on the POI scales for the immediate post-test and the long range test scores. Only one subscale reached significance, Sr-Self-Regard which was significant at the .05 confidence level (see Appendix). The remaining nine subscales continued to show an increase but not at a level of significance. The two basic scales of inner-directed support and time competence continued to show increases but not at significant levels. Ratios for the basic scales have been discussed in the previous section. On the basis of these test results the third null hypothesis is not rejected.

CHAPTER V

SUMMARY

CONCLUSIONS

Based on the results of the tests it is clear that the Basic Seminar is effective in significantly increasing the level of self-actualization of the participants as measured by the POI. It is also evident that the increased level holds over time, there is a trend for self-actualization to continue to increase although not to a significant degree. The one exception is the subscale which measures the participant's feelings of self worth (Sr-Self-Regard). One of the aspects of self-actualization which is strongly emphasized during the Basic Seminar is that of individual uniqueness, power, and responsibility. The continuing increase in this particular scale tends to confirm that the training is particularly successful in this area.

The information provided by the Supplementary Data Sheet shows some variables that have not been screened out in terms of their possible influence on the long-range test results. These variables are concerned with re-audits of the Basic Seminar; participation in the advanced training, IPE; attendance at other personal growth workshops; and involvement with the Seminar Coordinator program. It is acknowledged that these variables may be significant in terms of long-range test results. The only way to determine the effect would be to divide

the Basic Group into two sub-groups with one subgroup having participated in one or more of the above-listed trainings and the second subgroup having participated in no trainings. This pilot study did not deal with that issue.

COMMENTS

Since the Personal Orientation Inventory was developed and put into use in 1963, the human potential movement has grown and increased its sphere of influence at a fairly rapid rate. The number and variety of personal growth trainings has also mushroomed. In reviewing the literature one finds a great deal written about humanistic psychology and the various personal growth training models but very little in the way of significant research studies.

Transcendental Meditation is one of the best-known of the personal growth trainings. In "The TM Book" three studies using the POI as the research instrument are cited to indicate the effectiveness of the TM program. These studies show an increase in the basic scale of inner-directed support at the .01 confidence level; on the basic scale of time competence the increase is significant at the .05 confidence level. Two of the subscales show a significant increase at the .01 confidence level, SAV-Self-Actualizing Value and S-Spontaneity. Three other subscales show significant increases at the .05 confidence level, Fr-Feeling Reactivity, Sa-Self-Acceptance, and C-Capacity for Intimate Contact. The remaining five subscales did not show significant increases. (Denniston and McWilliams 1975).

Because this study showed that the Lifespring Training results in

significant increases on all scales and generally at the .01 confidence level, it suggests that the general level of effectiveness of the Lifespring Training is greater than that of Transcendental Meditation. Expanded research in this field is clearly indicated.

Only with the data from continuing research studies can a body of knowledge be developed which can assist in the formulation of increasingly more effective and enhancing models for personal growth and self-actualization.

RECOMMENDATIONS

The Basic Life Seminar is now offered monthly by Lifespring in each of three cities. It is recommended that testing of training participants be instituted on a regular basis using the POI as the research instrument. One research model would involve testing all training participants in all seminars. This would produce a large body of data on a monthly basis. It would also enable Lifespring to offer to each participant an individual plotted profile as an adjunct to the training experience.

A second model would involve testing a random sample of participants in randomly selected seminars. The volume of data would be smaller and perhaps easier to process.

If the pattern used in this pilot study were implemented, some consideration would need to be given to screening out the previously listed variables which may influence the long-range test results.

Another recommendation is that, at some time, the use of a control group should be considered. This would add a significant dimension to

the research results.

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APPENDIX

TABLE I
RAW DATA
BASIC GROUP PRE-TEST

37 Persons
N=37

TI	TC	O	I	SAV	EX	FR	S	SR	SA	NC	SY	A	C	ID
009	014	047	076	017	020	016	012	010	012	011	006	016	017	10013
010	013	065	062	016	012	010	010	008	010	013	008	010	011	10023
004	019	035	092	019	025	017	013	013	017	010	007	018	021	10033
014	009	058	069	015	018	010	009	011	011	010	006	008	012	10043
011	012	054	073	018	020	015	011	010	012	013	009	016	017	10053
005	018	018	108	024	030	016	015	015	022	012	008	017	026	10063
006	017	033	094	018	024	016	015	010	021	014	007	019	023	10073
008	015	069	058	014	016	010	008	006	009	012	005	011	012	10083
008	015	052	072	017	021	014	010	008	012	011	007	008	020	10093
001	022	018	109	023	027	020	017	016	018	014	007	020	026	10103
004	019	029	096	023	025	018	014	015	016	013	007	015	023	10113
004	019	024	103	020	027	017	014	014	020	013	006	020	023	10123
004	019	030	091	020	022	017	018	012	015	012	007	015	019	10133
009	014	056	070	018	019	010	008	008	009	015	006	008	013	10143
009	014	053	070	014	017	014	010	010	014	007	006	018	014	10153
001	022	037	064	012	022	010	008	006	017	004	004	008	018	10163
003	020	036	091	024	025	019	013	014	015	010	006	018	018	10173
010	013	043	084	024	022	013	012	011	012	012	008	015	021	10183
009	014	042	084	017	025	013	014	010	016	013	007	015	019	10193
008	015	068	057	017	016	009	007	007	010	009	006	010	008	10203
007	016	049	072	019	022	014	007	009	013	011	007	012	020	10213
007	016	045	078	019	018	015	009	011	014	014	008	010	017	10223
004	019	037	090	020	024	016	014	013	016	011	008	020	018	10233
006	017	041	083	020	015	016	013	010	013	012	005	015	019	10243
004	019	061	066	018	018	010	008	010	011	009	006	012	013	10253
006	017	045	082	022	021	014	009	012	013	013	005	012	019	10263
004	019	031	096	022	026	016	014	012	019	012	009	014	018	10273
004	019	036	090	019	026	013	013	012	017	014	007	012	019	10283
003	020	035	088	022	017	015	012	014	019	014	007	014	019	10293
009	014	059	068	014	023	015	007	006	011	008	006	013	016	10303
006	017	060	066	014	022	014	012	005	014	006	008	012	015	10313
001	022	031	096	023	025	018	017	015	016	012	007	016	024	10323
004	019	038	085	023	020	018	015	013	011	012	007	014	020	10333
010	013	046	081	020	014	015	009	014	014	012	006	016	020	10343
002	021	007	045	010	012	006	007	007	012	001	001	009	013	10353
010	013	033	091	022	021	017	013	010	014	013	008	016	019	10363
005	018	060	067	013	020	009	009	011	012	008	005	011	016	10373

RESULTS FROM TABLE I
BASIC GROUP PRE-TEST

	SUM OF SCORES	SUM OF SQUARES	MEAN	VARIANCE
TI	229	1775	6.19	9.6
TC	622	10814	16.82	9.6
O	1581	75349	42.75	210.6
I	2967	245921	80.21	216.2
SAV	690	13354	18.66	13.1
EX	777	16991	21.01	18.2
FR	525	7835	14.20	10.4
S	426	5256	11.54	9.4
SR	398	4586	10.76	8.2
SA	527	7909	14.27	10.8
NC	410	4860	11.09	8.5
SY	243	1675	6.59	2.1
A	513	7583	13.87	12.7
C	666	12600	18.01	16.5

TABLE II
RAW DATA
BASIC GROUP IMMEDIATE POST TEST

37 Persons
N=37

TI	TC	O	I	SAV	EX	FR	S	SR	SA	NC	SY	A	C	ID
005	018	019	108	023	030	019	017	015	024	012	008	017	025	20013
004	019	026	101	021	025	019	016	014	018	015	009	019	021	20023
003	020	024	103	021	026	018	015	014	021	012	008	021	022	20033
004	019	033	094	021	020	020	016	016	015	010	007	016	022	20043
007	016	033	094	021	025	017	017	014	016	013	009	018	021	20053
002	021	014	113	024	031	019	016	016	021	015	008	017	024	20063
008	015	029	098	020	027	015	014	010	021	014	008	012	020	20073
007	016	046	081	018	019	019	012	011	013	012	005	014	020	20083
003	020	032	092	017	028	017	014	010	021	011	008	017	021	20093
002	021	014	109	024	026	021	015	014	022	011	008	019	024	20103
001	022	015	110	026	029	021	018	015	019	013	009	020	025	20113
001	022	018	109	024	029	020	018	014	023	013	009	022	022	20123
002	021	019	103	025	029	019	015	016	017	013	009	016	022	20133
012	011	056	071	018	017	012	008	011	010	014	006	010	013	20143
006	017	028	094	018	023	021	016	010	015	011	006	020	025	20153
012	011	050	066	013	018	012	007	005	015	006	006	009	017	20163
006	017	040	087	021	024	019	011	011	014	010	006	021	021	20173
008	015	023	104	024	026	019	017	012	018	015	008	017	023	20183
003	020	030	097	021	027	016	014	014	020	014	008	014	023	20193
006	017	032	095	023	021	014	015	015	017	014	007	015	019	20203
003	020	049	076	015	020	014	010	009	014	013	008	012	016	20213
006	017	045	078	018	020	015	007	011	015	013	009	011	018	20223
001	022	011	116	025	030	021	017	014	025	016	009	022	023	20233
005	018	030	097	022	024	017	014	015	018	013	006	017	023	20243
003	020	034	093	021	024	019	015	015	016	012	007	014	024	20253
008	015	052	075	020	021	012	008	012	014	011	006	015	015	20263
004	019	030	097	021	028	020	014	013	017	012	008	017	021	20273
001	022	013	114	024	030	021	016	016	022	014	009	020	025	20283
003	020	031	086	022	016	018	014	015	018	012	007	019	020	20293
009	014	045	082	018	025	016	014	010	014	012	006	016	018	20303
006	017	060	067	015	023	014	005	006	014	008	007	014	017	20313
002	021	024	103	024	026	017	018	016	019	015	008	018	024	20323
002	021	027	097	025	023	019	017	015	015	013	008	017	022	20333
006	017	033	094	021	018	019	013	013	017	014	008	019	023	20343
008	015	027	094	021	026	014	014	014	020	011	007	017	019	20353
003	020	021	100	023	025	019	015	016	019	012	008	014	024	20363
002	021	021	106	021	028	019	017	014	022	014	008	021	025	20373

RESULTS FROM TABLE II
BASIC GROUP IMMEDIATE POST TEST

	SUM OF SCORES	SUM OF SQUARES	MEAN	VARIANCE
TI	174	1128	4.70	8.3
TC	677	12697	18.30	8.3
O	1134	40514	30.67	155.6
I	3504	338006	94.71	166.6
SAV	779	16741	21.06	9.1
EX	907	22825	24.53	15.9
FR	651	11719	17.61	7.1
S	519	7689	14.03	11.0
SR	481	6527	13.01	7.4
SA	659	12167	17.82	11.6
NC	463	5937	12.53	3.8
SY	281	2179	7.61	1.2
A	617	10683	16.68	10.6
C	787	17073	21.28	9.0

TABLE III
 RAW DATA
 LONG RANGE POST TEST

24 Persons
 N=24

TI	TC	O	I	SAV	EX	FR	S	SR	SA	NC	SY	A	C	ID
004	019	030	097	021	026	020	014	014	019	014	009	021	021	30023
004	019	023	104	020	024	019	015	016	020	014	007	021	023	30033
001	022	035	091	024	022	016	015	016	015	012	008	013	019	30043
002	021	012	114	026	030	018	017	016	022	015	009	016	025	30063
000	023	022	105	023	028	019	014	015	018	014	009	018	025	30093
003	020	016	109	024	030	019	018	016	021	014	009	018	022	30100
001	022	018	109	026	030	020	018	015	018	014	009	022	026	30113
000	023	015	112	024	029	021	016	016	020	015	009	021	023	30123
006	017	043	084	023	018	013	010	012	013	011	007	016	018	30143
001	022	022	105	021	030	019	017	014	022	014	008	020	025	30153
003	020	023	104	025	027	019	013	016	020	013	008	022	021	30173
003	020	014	114	026	030	019	017	015	022	015	009	021	025	30183
004	019	025	102	021	025	020	018	014	018	013	007	017	024	30203
004	018	032	092	020	025	017	014	013	016	013	007	014	020	30223
003	020	022	105	023	028	019	017	014	017	015	008	017	026	30233
010	013	048	079	022	018	015	011	012	009	012	007	012	017	30263
000	023	008	115	024	031	021	018	015	025	012	009	022	027	30283
005	018	030	096	018	026	019	018	013	019	014	007	019	018	30303
004	019	039	088	022	021	017	015	012	017	011	008	019	019	30313
001	022	024	102	022	026	018	018	016	020	012	007	020	024	30323
004	019	024	101	024	022	020	016	015	019	014	008	017	022	30333
005	018	031	096	020	019	017	012	014	018	014	006	018	023	30343
004	018	022	102	025	026	019	015	014	017	013	008	019	023	30363
003	020	030	097	024	027	017	015	014	017	015	009	013	022	30373

RESULTS FROM TABLE III
LONG RANGE POST TEST

	SUM OF SCORES	SUM OF SQUARES	MEAN	VARIANCE
TI	75	351	3.13	4.8
TC	475	9523	19.79	5.0
O	608	17564	25.34	90.0
I	2423	246679	100.98	85.7
SAV	548	12620	22.83	4.4
EX	618	16276	25.76	15.1
FR	441	8185	18.40	3.4
S	371	5859	15.47	5.1
SR	347	5059	14.46	1.7
SA	442	8384	18.42	10.1
NC	323	4383	13.46	1.4
SY	192	1556	8.00	.8
A	436	8128	18.18	8.6
C	538	12242	22.42	7.5

December 8, 1975

Ms. Pat Percival
456 SW Georgetown Way
Beaverton, OR 97005

Dear Pat:

As promised, I'm sending you some data on Lifespring.

The corporation was founded January 26, 1974. The incorporators were Randall Revell, John P. Hanley and Robert M. White. The corporation is a California corporation and at its time of conception had only one stockholder and that was White. About March of 1974, White retired his stock to the corporation and at that point the corporation owned itself. Since then Charlene Afremow, Larry Jensen, Randy Revell and John Hanley all split up the stock in an unequal way. Charlene Afremow, Larry Jensen and Robert White are no longer with the organization -- the principles now are John Hanley and Revell. The corporation is a non-profit corporation and is in good standing with the State of California.

The purpose of Lifespring is to assist people in looking more clearly at their attitude about who they are and about how they experience their lives. We've taught approximately 7500 students in the past two years, going on three. We have two classes, a Basic Seminar and what we call an Interpersonal Experience. The number of people going from the Basic to what we call our IPE is about 40%.

Principles: John Hanley, born December 11, 1945, Newark, South Carolina, Bachelor of Science degree from the University of Wisconsin, married, three children, wife's name Candace, lives in San Rafael, California. Work background: Spent three years with an organization called Mind Dynamics Institute, started out as an instructor, became a National Field Director and the last position held with Mind Dynamics was Executive Vice President. Not a member of the Board of Directors nor was I a stockholder.

W. Randall Revell: Birthdate January 21, 1940, married, one daughter, age 7, wife's name Judith, born Camden, New Jersey. Revell has a Bachelor of Science degree from the University. Also did some post-graduate work at American University in Washington, D.C. Revell's work history is as follows: Captain in the U.S. Air Force, five years at the National Security Agency in Washington, D.C., electronics security work, three years at Clark Dodge and Company in the corporate finance department, researching small electronics companies for potential investment, three years with Mind Dynamics Institute as Director of Business Systems Division and founder of Lifespring in December of 1973.

Ms. Pat Percival

-2-

December 8, 1975

Pat, you have a pretty decent idea of what the Lifespring philosophies are and they've been said so many ways. There are a number of brochures available through the Portland office which can be used to fill in the blank spaces. If you need additional data, contact Jim Moore for more details. Looking forward to reading the first copy of your paper.

Sincerely,

LIFESPRING

John Hanley
President

JH:sj

SUPPLEMENTARY DATA SHEET - To accompany Table III, Long Range Post Test

To: All test subjects

Instructions: Please complete the following questionnaire as completely and accurately as possible.

Return this sheet together with the completed Personal Orientation Inventory to the tester.

Thank you.

Name: _____

Current mailing address: _____

Telephone Number: _____

Since the June Basic Seminar have you attended other basic seminars?

Yes () No ()

If yes, what month(s) did you participate? _____

Since the June Basic Seminar have you experienced the I.P.E.?

Yes () No ()

If yes, what month(s) did you participate? _____

Are you now, or have you been since June, in the Seminar Coordinator program?

Yes () No ()

If yes, what month did you begin your training? _____

Are you active in the program at this time? Yes () No ()

Since the June Basic Seminar have you participated in any other personal growth workshop/seminar/marathon?

Yes () No ()

If yes, when did you have this experience(s)? _____

Details (sponsoring group, location, approximate no. of hours):

Since the June Basic Seminar have you experienced any significant change in your career?

Yes () No ()

If yes, check the appropriate box:

Same job, promotion ()

Return to school ()

New Job ()

No longer employed ()

Comments: _____

Since the June Basic Seminar have you experienced any significant changes in your family life situation?

Yes () No ()

If yes, check the appropriate box:

Married (or remarried) ()

End of primary interpersonal relationship ()

Separated from spouse ()

Initiation of primary interpersonal relationship ()

Divorced ()

Comments: _____

Dear Pat,

It's time for the final test in the Lifespring research project in which you are participating.

We have reserved the Red Room in the Town Hall, 3425 N. Montana for Tuesday, December 9, between the hours of 8 and 11 p.m. You may come anytime between those hours to complete the Personal Orientation Inventory and accompanying data sheet. The entire process should take about one hour of your time.

When we receive the test results and plot your individual profile we will arrange a personal interview to share these results with you.

If for any reason you are unable to participate on December 9, please contact the Lifespring Center to arrange for an alternate time.

Thank you for being you -- and for being with me on this project.

Pat Percival
Seminar Coordinator
LIFESPRING
2738 N.E. Broadway
Portland, OR 97232

TEST OF DIFFERENCE BETWEEN MEANS
FOR
PRE VERSUS IMMEDIATE POST TEST

N=37
df=36

Scale	T
TI	-2.100 *
TC	2.100 *
O	-3.788 **
I	4.450 **
SAV	3.054 **
EX	3.605 **
FR	4.873 **
S	3.327 **
SR	3.403 **
SA	4.513 **
NC	2.438 **
SY	3.366 **
A	3.489 **
C	3.882 **

* - Significant at .05 level

** - Significant at .01 level

TEST OF DIFFERENCE BETWEEN MEANS
FOR
PRE VERSUS LONG RANGE POST TEST

N=24
df=23

Scale	T	
TI	-4.124	**
TC	3.992	**
O	-5.127	**
I	5.229	**
SAV	4.108	**
EX	3.447	**
FR	4.931	**
S	4.976	**
SR	4.560	**
SA	4.610	**
NC	3.860	**
SY	4.383	**
A	4.080	**
C	3.742	**

* - Significant at .05 level
** - Significant at .01 level

TEST OF DIFFERENCE BETWEEN MEANS
FOR
IMMEDIATE POST VERSUS LONG RANGE POST TEST

N=24
df=23

Scale	T
TI	-1.644
TC	1.521
O	-1.271
I	1.481
SAV	1.363
EX	.8756
FR	.6679
S	1.545
SR	2.067 *.05
SA	.9145
NC	1.502
SY	.7105
A	1.339
C	1.332

* - Significant at .05 level

** - Significant at .01 level